

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagr
1. Overall, morale at my school/worksite is good.	5	15	10	16		46	43.5%	56.5%
2. There is an atmosphere of open communication and trust in my school/worksite.	6	14	10	16		46	43.5%	56.5%
3. I personally feel successful in my work.	9	24	8	5		46	71.7%	28.3%
4. I feel involved in decision-making at my school/worksite.	8	11	14	12	1	46	42.2%	57.8%
5. I want to be involved in decision-making at my school/worksite.	22	18	4	1	1	46	88.9%	11.1%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	8	13	12	12	1	46	46.7%	53.3%
7. In my school/worksite, I am treated as a professional.	15	18	6	7		46	71.7%	28.3%
8. There is good teamwork among staff in my school/worksite.	18	13	6	9		46	67.4%	32.6%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	5	6	9	6	20	46	42.3%	57.7%
10. My working environment (i.e. safety, cleanliness, is conducive to success.	7	21	13	5		46	60.9%	39.1%
11. My work performance is evaluated fairly.	9	17	8	5	6	46	65.0%	32.5%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	10	20	8	6	1	46	66.7%	31.1%
13. I am provided adequate work and storage space to prepare for and do my job.	11	25	9	1		46	78.3%	21.7%
14. My administrators/supervisors respect the negotiated contracts.	13	19	6	5	3	46	74.4%	25.6%
15. My planning time is respected by my school administrations/supervisors.	5	5	2		34	46	83.3%	16.7%
16. In my school, administrators/supervisors support me in enforcing discipline.	2	1		2	41	46	60.0%	40.0%
17. In my school, student misbehavior interferes with learning.		1	1		44	46	50.0%	50.0%
18. Too much instructional time is spent administering assessments.	3	2			40	46	83.3%	0.0%
19. HCPSS professional development experiences are meaningful and worthwhile.	8	14	2	6	16	46	73.3%	26.7%
20. Increased workload has contributed to a decline in my morale.	8	9	12	8	9	46	45.9%	54.1%
21. I am paid fairly	1	18	14	13		46	41.3%	58.7%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	4	22	13	5	1	46	57.8%	40.0%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	24	15	6		46	54.3%	45.7%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA..	8	22	10	3	3	46	69.8%	30.2%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	4	18	12	10	2	46	50.0%	50.0%
26. In my position, I receive appropriate and adequate support and training.	5	20	13	7	1	46	55.6%	44.4%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	3	9	11	20	3	46	27.9%	72.1%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	4	6	13	20	3	46	23.3%	76.7%
29. In the last 12 months, I have experienced harassing behavior from parents.	1	1	9	7	28	46	11.1%	88.9%